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PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL 21, AFL-CIO
An Organization of Professional, Technical, and Administrative Employees

CAMP PROPOSAL #2 AND #9 (COUNTER TO CITY 1 AND 2)

ARTICLE X PERIOD OF MEMORANDUM OF AGREEMENT

This Agreement shall become effective July 1, 2013, except where otherwise provided, and shall remain in effect through June 30, 2015. No amendment or change to the provisions of this Agreement shall be valid or binding unless reduced to writing and signed by duly authorized representative(s) of the parties.

This contract expires on June 30, 2015. It is mutually agreed that the first meeting of the parties will be held no later than fifteen (15) calendar days after the City or Association Union receives notice from the other, which may be any date after January 1 of the year in which the current contract terminates.

ARTICLE X WAGES AND SPECIAL PAY

X.1 Salary Ranges

X.1.1 Effective July 1, 2013, all salary for employees holding positions in classifications assigned to CAMP shall be restored by five percent (5.0%).

X.1.2 Effective July 15, 2013, the top range for all classifications represented by CAMP shall be increased by five percent (5%).

X.1.4 Effective July 1, 2014, all salary for employees holding positions in classifications assigned to CAMP shall be increased by two and one half percent (2.5%).

X.2 Bilingual Pay

X.2.1 An employee must meet at least one of the following eligibility requirements and must be certified as bilingual for oral communication, written translation or sign language duties according to the current established procedure.

X.2.1.1 The employee is currently assigned to a position selectively certified based on bilingual ability by the Director of Human Resources, or his/her designee, or

X.2.1.2 The duties currently assigned and currently being performed by an employee have been designated by the Department Director or his/her designee as requiring utilization of a non-English language on a regular basis.

X.2.2 Each full-time employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of \$29.00 per biweekly pay period and for performing written translation duties at the rate of \$40.00 per biweekly pay period for each pay period actually worked.

X.2.3 Each part-time employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of \$19.00 per biweekly pay period and for performing written translation duties at the rate of \$30.00 per biweekly pay period for each pay period actually worked.

X.2.4 If an eligible employee is on paid leave for a period of one full pay period or more, the employee will not receive bilingual pay for that period.

X.3 Working in a Higher Classification

X.3.1 Upon specific written assignment by the Department Director, or his/her designated representative, with prior written approval, a full-time employee may be required to perform the duties of a full-time position in a higher classification. Such assignments shall be made to existing authorized positions that are not actively occupied due to the temporary absence of the regularly appointed employee.

X.3.2 As an alternative to making appointments to vacant positions, a Department may, upon the approval of the Office of the City Manager, assign an employee to work in a higher classification for a period of time not to exceed twelve (12) months. At the expiration of the period of assignment (not to exceed twelve

months), the assigned employee shall return to his/her regular assignment. The Department may then request authorization to fill the position on a regular basis or return it to vacant status.

X.3.3 Employees specifically assigned in writing to duties of a higher classification as specified above shall be compensated at the rate in the salary range of the higher class, which is at least two (2) salary rates (steps) higher in the salary range schedule, approximately equal to five percent (5%) higher than the rate received by the employee in the employee's present class. The employee shall not receive the rate of compensation, however, unless the assignment is for a minimum of five (5) consecutive days.

X.4 Mileage Reimbursement Each employee of the City who is authorized by the Department Director or designee to use the employee's private automobile in the performance of the duties of the employee's position, shall be paid as a travel allowance for such use of his/her private automobile a "mileage reimbursement rate" consistent with the City's rate.

X.1.5 Notwithstanding any other provision of this Agreement, the parties agree to continue to meet and confer over retiree healthcare benefits and funding upon request of either party. This may include but is not limited to alternatives to reduce the cost of retiree healthcare benefits and options for current employees that comply with IRS regulations. The City and CAMP shall negotiate in good faith in an effort to reach a mutual agreement. Applicable impasse dispute resolution procedures shall apply.

CAMP and Local 21 reserve all rights to propose, alter, modify, or withdraw a proposal at anytime, prior to final agreement.

